

# Connection *uup*

Binghamton Chapter, United University Professions

## *From the Chapter President*

# Introduction: There's Work to Do

by Benita Roth

This is my first column as the president of UUP's Binghamton Chapter. A little bit of biography: I'm a native Californian who has been at BU for 15 years, so I no longer sound like a native Californian (although I'm not sure that anyone knows what a native Californian sounds like).

I first became active in UUP some five or six years ago, after a group of us voiced concerns to the union about the lack of any real contractual family leave policy. Statewide UUP had convened an ad hoc committee on family leave.

I knew from my research and from my teaching that the U.S. had a long ways to go in guaranteeing family friendly rights for working parents. I started going to UUP delegate assemblies, as a non-voting observer on the family leave committee, and after awhile, I was coaxed into running for the Executive Board at BU. Last summer, I was approached by then Chapter President Jim Dix about succeeding him. This past March, I was elected to the position; I ran unopposed, but as the joke goes, I didn't come in second.

Before being elected, I shadowed Jim and the other Chapter officers at meetings with the administration and tried to educate myself as best I could about the many aspects of unionism, especially how issues came up and were resolved (sometimes) here at BU. There are more than 1,400 UUP-represented employees in the BU Chapter, about evenly



divided between academics and professionals — that's a lot of people, in many different spaces, doing many different kinds of work.

My education on the issues facing us is ongoing, and will never really be complete. But these issues are daunting. In an era when those of us in higher education are being asked to do more and more with less, we are all subject to increasing burdens in our work. (In New York, the percentage change in funding for higher education from 2010-2011, to 2011-2012, was -7%.)

These increased burdens manifest themselves differently for professionals and academics, to be sure, but it's paramount that we speak with a unified voice against the expectation that cuts in funding don't matter.

The challenges facing higher education as an institution — really as a multitude of institutions, with very different purposes — were very much on my mind during President Obama's recent visit to BU, for obvious reasons. I was at the "town hall" meeting in the much-transformed Mandela Room.

Many of you watched all or part of the town hall on the web. President Obama laid out his plan (see [www.whitehouse.gov/the-press-office/2013/08/22/fact-sheet-president-s-plan-make-college-more-affordable-better-bargain-](http://www.whitehouse.gov/the-press-office/2013/08/22/fact-sheet-president-s-plan-make-college-more-affordable-better-bargain-)), a plan which consists of three main parts:

- "paying for performance," by tying federal financial aid to college performance, including establishing new rankings for schools based on how well they do on making progress toward a degree;
- "promoting innovation and competition," primarily through letting "consumers" know about college performances on a number of measures;
- "ensuring that student debt remains affordable," by capping repayment of federal student loan debt to 10% of monthly income.

It's a big deal when the President of the United States comes to town, and the atmosphere in the Mandela Room was one of great excitement. But it remains to be seen if any of President Obama's ideas about how to fix higher education come to fruition. Even if they do, in my and others' opinions, the fixes in his plan are not real structural changes that address the ongoing defunding of public education, and the shifting of costs to students.

And of course, the great missing piece of Obama's plan was a broad consideration of labor and workplace concerns at the University. We are well into the era where the majority of instructors in higher education are not on the tenure track, subject

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## Connection

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The opinions expressed in this newsletter are those of the authors or of the Binghamton Chapter and are not necessarily the opinions of United University Professions.

The editor welcomes letters and other comments of interest to the Binghamton Chapter.

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# Securing the Presidential Visit

by Deputy Chief Madeline Bay

I was notified on August 13 that the President would be visiting our campus on August 23, in the middle of Returning Students' Day. Although I had been a part of the planning process for Returning Days events for over a year, I basically removed myself from the process to focus on the Presidential visit.



Madeline Bay

On August 18th, a group of us met with the Secret Service. We took several of its agents through and around the University Union – including the sub-basements, kitchens, construction areas, etc., basically looking at points where potential bad guys could get in or have some tactical advantage.

Over the next few days, I worked almost exclusively with one agent. Others in my department and elsewhere on campus worked with other Secret Service agents on potential outside threats/intelligence gathering, protest groups, and security of the University's infrastructure. We also determined how to reroute normal business, such as Sodexo, from the Union to other dining halls.

By working with the Secret Service, I knew that our Department could not do it alone. I contacted and received help from about 10 different agencies. By Thursday night I was able to get 63 non-Binghamton University officers in addition to our department members to work the detail. The Secret Service and UPD had already procured the services of the local SWAT and Bomb Squads and HazMat teams to work with them and us, as well. This was probably the largest police detail in Broome County history and UPD was its leader.

And the Secret Service agents that we all worked with were great! Me-

dia has portrayed them as these stern no-nonsense men-in-black types. They're just like you and me... And they treated us with equal respect. A lot of people, including other police agencies still think of us as just "campus security" and not the fully trained police officers that we are. The Secret Service knew who we are and what we could do. No questions asked. It was nice.

So, on the day of, it was very exciting. This was the President of the United States here at Binghamton University! Our day started at 0630, when all the assisting police agency officers arrived for briefing and assignments in the East Gym parking lot. Most were assigned to spread out along the roadway from the entrance of Center Drive at Rte. 434 all the way around to West Drive and toward the University Union, covering both sides of the road. We didn't know if we would have 20 protesters or 2,000. And we also needed to keep cars and pedestrians off the road when the President's bus arrived. The bus does not stop. For anyone. So even for basic safety, we had to have someone nearby to keep the stray walking/texting/oblivious student/person from walking in front of it, as well as anyone who may have wanted to do the President harm.

UPD officers were briefed at our office at the same time. Our officers were placed in and around the Union, mostly, because we had better knowledge of those floor plans and areas, in case it was needed. They also controlled some of the roadways for traffic, working with other officers and the Secret Service.

The Grounds Department was a tremendous help to me. By placing trucks, lawn tractors or other such equipment in front of some of the service drives around campus, I did not need to post an officer at those locations, and was able to post officers in more crucial areas.

Added to my already hyped up  
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## Deficit Reduction Leave Is Not a UUP Program

**by Fran Goldman**  
**Assistant to the Chair, DAAAS**  
**Associate Director, IAAD**

In the first issue of the newsletter for the 2013-14 academic year, I would normally be welcoming all back from the summer and wishing everyone a very successful year. While I certainly do want to extend that wish to all UUP members, summer appears to have vanished into fall without the usual break from members' issues.

For example, as noted in *Dateline's* October 11 edition, Human Resources outlined the period that both professionals and academics must use as their two deficit reduction leave (DRL) days.

There also seems to be the notion by some that this is a UUP program, which cannot be further from the truth. As a member of the statewide negotiations team, I can certainly attest to the fact that DRL was something UUP tried to avoid.

Unfortunately, the state was adamant that UUP, as well as CSEA



will have a different set of days which more than likely will not be the same as Binghamton's. In fact, I have heard that on some campuses the period for taking these days is much narrower. On the other hand, UUP was able to ensure that seven of the nine days being taken would be paid back at the end of the contract, which was not the case for other unions.

It is also evident from my interactions with some members over the past several months that UUP Professionals continue to face problems regarding questionable supervisors, inquiries and worries about the new contract language and implementation, and conditions of employment.

and PEF, would have to accept DRL as part of contract negotiations. In UUP's case, the designation of those days was left to each campus president.

Thus, each of the 29 state campuses

Please remember that as the vice president for professionals, I am available to provide information and support and to help in any way that I can. Neither I nor the rest of the executive committee can be of help if we do not hear from you, so do reach out either to me, Chapter President Benita Roth, or Heather DeHaan, vice president for academics. Besides working with you on an individual basis, we have the ability to bring concerns to labor/management meetings where we can discuss general issues and make management aware of what is happening on campus.

On a more positive note, the Leadership Development Program began the first of three half-day sessions on October 15 in conjunction with several online components. Forty individuals have been chosen as part of the first cohort. In looking over the list of attendees, it appears that participants are predominantly professional staff with a very small number of academics (4 out of 40) and no upper level management.

The original concept included supervisors from all levels of the University, including department chairs and upper management. While that group seems to be missing from the first cohort, we have been told that the mentors for this cohort will come from upper management. One would hope that those chosen to mentor the cohort have excellent supervisory skills and would not be among those who have been "problem" supervisors in the past. It is also our hope that this pilot program will be valuable to those enrolled and that the program will continue so that many others will be able reap the benefits of becoming good supervisors.

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## Student Tutor 'Gets' Unionism

A love for volunteering and mathematics has kept Rebecca Lang busy helping others.

Lang has been a math tutor since 2009 and is a member of several clubs at Binghamton University that have given her a chance to work with others.

As a participant in SUNY Kids, she works with foster children every week, taking them on day trips and setting up activities for them. She's also a member of Global Education



*Rebecca Lang*

Investment, a club where she helps raise funds to sponsor children's education locally and abroad.

Lang has seen firsthand how union membership can benefit workers. Her father, John, was a member of the Masons and Allied Craftsmen Union and is now a CSEA member. "My father benefited greatly from being part of these groups, and has taught me that I should stand up for what I believe in."

"Rebecca is an exceptional student, the kind that keeps me at it," said David Hanson, a retired math professor who's active in UUP as an adjunct.

Lang has a 3.972 GPA.

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**See page 4 for more information on DRL.**

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# Information Regarding Timing of Two Days Off for Deficit Reduction Leave (DRL)

Excerpted from HR Memo dated October 10, 2013:

Complete version of this memo is available via the HR site at:

<http://www2.binghamton.edu/human-resources/hr-news/index.html#2013-10-10>

Per the 2011 - 2016 Agreement between the State of New York and United University Professions (UUP), nine days of pay are being deducted from paychecks of faculty and staff represented by UUP. Two of the days are specifically being deducted from paychecks beginning on September 25, 2013 through December 31, 2013. These two days will not be repaid, rather you will be granted two days of Deficit Reduction Leave (DRL) credits for time off. You will be repaid for the remaining 7 days beginning in April 2016.

**The following represents the schedule in which the two DRL days must be used:**

UUP Employee Group	Open Period to Utilize Two DRL Days
Professional Staff, 12-Month Faculty, Librarians	November 1, 2013 – January 31, 2014
Academic Year Faculty	December 21, 2013- January 26, 2014
Adjuncts whose obligation is primarily teaching/ teaching related when classes are in session. Includes both fall-only adjuncts and fall and spring adjuncts.*	Through December 18, 2013

*\*Note regarding adjunct faculty whose academic obligation consists of teaching and teaching-related responsibilities, such as office hours. Please work with your Department Chairs in determining the leave dates subject to review and approval by the Dean. Avoiding a negative impact on the student academic experience should be the primary consideration. (View October 10, 2013 memo referenced above for more detail.)*

**Please note that a *one-time* exception has been made that will allow those eligible to earn vacation to carry over two (2) additional vacation days on January 1, 2014 for a total of 42 days. Therefore, a UUP employee's total vacation credits may not exceed 42 days on January 1, 2014.**

Contact Information			
Faculty and Librarians	Bonnie Jenson	<a href="mailto:bjenson@binghamton.edu">bjenson@binghamton.edu</a>	607-777-6613
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## John Oldfield Helps Part-time Employees

To contingent employees, also referred to as part timers, I am your "officer of contingents" representative for UUP – and my name is John Oldfield. I have been a member of the Binghamton UUP Executive Board for five years. You elected me to my present position in the spring and I took office June 1.

My department is ITS, commonly known as the Computer Center. To contact me, call 777-6563, or e-mail [oldfield@binghamton.edu](mailto:oldfield@binghamton.edu). I normally work Monday, Wednesday,

Thursday, 7 a.m. to 3 p.m.

My history at Binghamton University is 12 years as a full-time permanent appointment and two years as a 60 percent permanent appointment professional. I will do my best to help all contingent employees and because of my inexperience on academic matters, will seek assistance and guidance from all available resources to assist those of you in the academic ranks. Please feel free to call or e-mail me with any questions or concerns that you have.

## PEP Forms due in HR November 29

Productivity Enhancement Program enrollment forms were distributed recently to eligible UUP employees. Blank forms are also available in HR and on the HRNews website at <http://www2.binghamton.edu/human-resources/>

Enrollment forms must be submitted to HR by close of business, Friday, November 29. Questions about the program may be directed to benefits representative Luanne DiRico at 7-6950 or [ldirico@binghamton.edu](mailto:ldirico@binghamton.edu).

# Contract Pay Dates Announced

**From Fred Kowal  
UUP President**

Implementation of the compensation items in UUP's 2013 contract will proceed as follows:

## On-Base Salary Increase

Pay date: **November 6, 2013:** \$500 on base, pro-rated for part-time employees, retro to July 1 or Sept. 1

This raise goes to all UUP members on payroll as of June 30, 2013; Employees whose employment expired prior to July 2013 will also receive this in-



*Fred Kowal*

crease if reemployed and on payroll on effective date and at time of payment.

## Discretionary Salary Awards

(not on base)

Pay Date: **December 4, 2013**

or **December 18, 2013** (campus choice)

Chapters will receive total DSA allocations, including specific amounts that must be distributed to

part-time employees.

## Service Awards

Pay Date: **November 20, 2013**

**Full-Time Employees:** One-time \$500 payment added to base annual salary at:

- Continuing appointment (tenure for academics)
- Permanent appointment (permanency for professionals)
- Second five-year term appointment for Appendix A professionals.

Those who attained these milestones between July 1, 2011 and Dec. 31, 2012 will receive the increase retroactive to January 1, 2013. Anyone who attained these milestones after January 1, 2013 will receive this increase as of the date the milestone was attained. Employees in the above three categories who reached these career milestones before July 1, 2011 received a \$500 on base salary increase under the 2003-2007 or the 2007-2011 contracts.

A one-time \$500 payment added to base salary upon completion of seven years in Appendix C Fundraising, Lecturer, and Appendix B-4 Division III athletic titles.

Retroactive to Jan. 1, 2013 for those who completed seven years prior to 1/1/13; retroactive to date the seven years was reached for those who reached it after 1/1/13.

**Part-Time Employees:** A \$500 lump-sum bonus payment (not added to base salary) for those who reached eight years of service since July 1, 2011

Part-time employees who reached eight years before 7/1/11 received \$500 under the last contract. Award recurs every eight years of consecutive service.

All other provisions of UUP's 2011-16 contract are in effect. An updated Contract Q & A that covers all items will be posted on the UUP website. Please watch for further announcements.

In Solidarity,  
Fred

## From the Vice President for Academics

# Seeking a Living Wage for Adjuncts

**by Heather DeHaan  
History Department**

On September 1, Margaret Mary Vojtko, an adjunct professor of 25 years at Duquesne University, passed away at the age of 83. Isolated and impoverished, her death might not have drawn much attention, except for an article published in the Pittsburgh Gazette by Daniel Kovalik of the United Steel Workers' Union (which Duquesne adjuncts had sought to join).

The story soon went viral in academic networks on Facebook. Outrage, anger, and depression were the responses to a clear wrong: the lack of a living wage for a faculty member whose talent and skill was—contrary to what her low wage suggested—of clear value to Duquesne University.

Faculty across the United States, tenured and untenured, have seen wages, benefits, and job possibilities decrease since the financial crisis of 2008, but the situation for adjuncts was dire long before the crisis, which only pushed adjunct numbers up to 76% of faculty nationwide. At an average pay of \$2,700 per course,



*Heather DeHaan*

adjuncts often live at or below the poverty line, even when teaching a full (or more than full) course load.

At Binghamton University, we might be tempted to disregard this

problem as someone else's, for part-time faculty remain a distinct minority of our faculty and their numbers are falling, as tenure and tenure-track posts increase. Many of our adjuncts receive pay significantly above the national average.

Yet, in honor of "Campus Equity Week" (October 27 to November 2), we should support the Coalition of Contingent Adjunct Labor by setting an official pay minimum for adjuncts on this campus. Colleagues elsewhere in SUNY have called for \$5,000 per course (marching on May 1 under the slogan, "May Day—\$5K!"), but I think that we should aim for something higher—not only

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# Is BU Like the Federal Government?

by Jim Dix  
Chemistry Department

I am no longer in the elected leadership of UUP Binghamton. There are some things I miss, but on the whole it is a liberating feeling. I am no longer Sisyphean. I can return to my native physical appearance. I am turning into a curmudgeon, channeling Andy Rooney on my good days.

With my newfound liberation, I have decided to write a regular column for this newsletter. I was going to call the column *Loose Cannon*, in line with my reputation earned as UUP Binghamton vice president, academics, but *Off the Reservation* has that whiff of political incorrectness so appropriate for a contrarian.

So, here goes. Did it ever occur to you that Binghamton University is like the federal government? We faculty and staff, and our groups of departments and programs, are like the state government to the University's federal government. Just as there has been a tension between the states and the feds, so too has there been a tension between departments and the University.

The latest manifestation of this tension is hiring in the Transdisciplinary Areas of Excellence (TAE). Departments and programs have mostly in the past generated their own areas of research, which would complement existing research or develop new areas that the department or program felt appropriate. Hiring plans would be forwarded through channels and would for the most part be approved by the upper administration. States rights prevailed.

Now, with the TAE, the feds will "allocate a significant portion of ... new faculty positions" to the TAEs. Members of a federal-appointed steering committee will "provide feedback to the search committee

and department." The chairs of the steering committees will meet with the feds "to monitor the progress of the areas of excellence." Departmental search committees will now "recommend" to the Provost a group of finalists *to be invited to campus for interviews.* The steering committee, along with the faculty and the dean, "will make their hiring recommendations to the provost." These steering committees seem to be Binghamton University's NSA.

This is not the first time that the feds have tried to usurp states' prerogatives on hiring at BU. In the many years that Swain was provost, there was a recurring emphasis on synergy in faculty hiring, which I translated into "do more with less." What is different now is the complicity of "highly accomplished faculty whose research is identified with the [TAE]" in making sure the top-down hiring plan is followed.

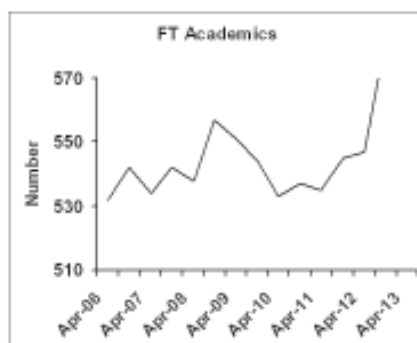
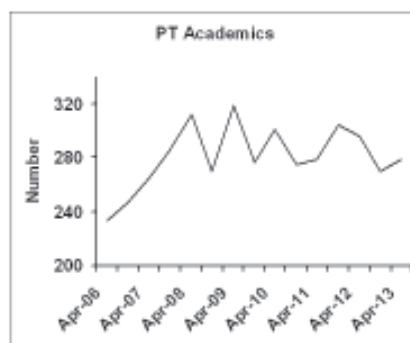
On another topic, did anyone get

excited by the stated increased emphasis on the graduate program at BU? I had mixed feelings, having drunk the Harpur College Kool Aid in earlier days, but we are a university and we need to do graduate-level research.

The graduate program emphasis appears to be hollow. For example, Dean McCall visited our department a few weeks ago, and she could not assure us that our graduate student support would be maintained. Apparently what the feds have in mind is to emphasize master's programs in which students pay full price, thereby enriching the federal coffers.

And speaking of money (now I am really sounding like Andy Rooney), where has all the new money gone? We admit more students who pay more money, but can't support the graduate program? A rough calculation indicates that just from tuition, BU has a permanent increase in

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# Outsource Broome Transit? Why It's Likely to Fail

by Bob Pompei  
Physics Emeritus

*Ed. note: Periodically we will be looking at local labor issues in a column written by Bob Pompei, UUP liaison to the Broome-Tioga Labor Federation.*

County Executive Debbie Preston has proposed that Broome County consider outsourcing the operation of Broome Transit to a private contractor.

This particular approach toward privatization is invariably accompanied by claims citing the horrendous costs of union contracts. Specifically, a large raise of, say, 20% is cited and emphasized, but the period over which the raise is acquired is less emphasized. Note that 20% over a ten-year period is only 2% per year, barely keeping up with the cost of living.

This privatization of transit services has been tried by many other American cities. San Diego, Jacksonville, Green Bay, Denver, Indianapolis and others have tried the experiment. Consequently, there

are available data to examine.

First of all, at the beginning of the privatization implementation, there are indeed monetary advantages to the municipality. However, the advertised gains and realized gains are significantly different. San Diego was looking for a \$10-million savings. The actual saving was 10 percent of this figure, \$1 million. There also is the perception that the competition among contractors will produce a lower cost. There are currently only three major players within this arena: MV, First Transit, and Veolia—not exactly a bonanza of players.

Savings are realized primarily at first through a reduction of labor costs. Pension plans are scrapped, labor rates are reduced, and longevity steps for pay increases are stretched out. The result of this type of saving is a significantly increased turnover of trained personnel. Consequently, safety issues arise because of the influx of relatively inexperienced drivers, retraining costs become significant to the contractor, and the municipality realizes that it must monitor performance, which offsets some of the hoped-for savings. Overall, municipality savings decrease in the later years of a contract. Service is reduced with the elimination of underperforming—*a.k.a.* non-profitable—routes, and fares are increased. Maintenance is deferred.



The outsourcing municipality can always take the approach of the Indianapolis Mayors office. When riders called with complaints involving air conditioning, exposed wires, and non-operative exit bells, they were told the city has no involvement in the transit program—call the operating company. There seems to be little incentive for the operator to provide high quality service and accountability is an issue. Corner cutting on maintenance issues seems to be a common hallmark of this outsourcing.

In 2011, Green Bay terminated its outsourcing contract and returned the service in house. Denver replaced its transit contractor three times in three years. Invariably, the municipality realized increasing costs as the contract proceeded towards term.

Although I am not very good at giving advice, I would tell County Executive Preston, “Be careful what you wish for.”

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## Is BU Like the Federal Government?

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revenue of on the order of \$5 million per year for five years. Hiring 150 net new faculty will take about \$15 million at \$100,000 per pop, leaving \$10 million per year unallocated.

Where is the \$10 million going? Apparently, from the figures below, it is not going to hire many new full-time Professionals. The federal government was shut down for 16 days, leaving key services understaffed. It looks like BU is taking the same tact, squeezing many essential services provided by full-time Professionals. In contrast to the federal government shutdown, though, the impact of reduced services provided by Professionals at BU will be felt much more strongly.

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## Living Wage for Adjuncts

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for the benefit of our own adjuncts, but to raise the bar for adjunct pay nationwide. We need to have a serious discussion about what might be considered fair pay for adjuncts and then find a way to ensure that all instructors—on our campus and throughout SUNY—receive this.

A “pay minimum” is just a start. We absolutely would not want to conflate a pay minimum with a pay maximum. Moreover, to gain ben-

efits, adjuncts generally need to teach two courses—and the power to define the number of courses and hours for which an adjunct will be responsible ultimately lies with departments and administrators. Discussing a “pay minimum” is really only the beginning, but it would signify that the “premier public university of the 21st century” is making a living wage its priority. Let’s place ourselves in the vanguard in the battle for fair pay for adjunct faculty.



# Securing the Presidential Visit

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mood and worry, University Police Commissioner Dr. Bruce McBride arrived and teamed up with me. So here I am, newly promoted to deputy chief and the big boss is with me! LOL! I have to admit, driving around in the GEM car with him, seeing all the staff people that know me shouting, “Hi, Mady!” and “Congratulations, Mady!” while the big boss was with me, was a nice pat on the back!

We got a 15-minute warning that the President was arriving soon, so we had to change up our operations – that was when the roads were blocked and pedestrian crossings were completely stopped. That had to be communicated to almost 100 people at once.

Dr. McBride and I were over by Hinman Community and the NAR Building, watching the crowds and making sure everyone stayed behind the miles of yellow tape when the President’s motorcade went by.

I was very happy and proud that all of our officers did their jobs, did them the way they were asked to, and that there were no problems. Even the protesters cooperated and were easy to get along with. Some even met with us ahead of time to discuss where to be and what the guidelines were, etc.

After things settled down on the outside, and the President began his session in the Union, I was able to go over there. “My” Secret Service agent brought Dr. McBride and me into the media area in the Old Union Hall so that we could take a peek. She even encouraged us to use our phones and take pictures if we wanted to.

Upstairs in the UU was the Secu-

**This was probably  
the largest police  
detail in Broome  
County history, and  
UPD was its leader.**

rity Room, or the Command Center. Local police agency representatives joined Binghamton University members and Secret Service members in this room – which was basically the communications hub so that we could all talk to each other (remember that message that had to get out to more than 100 people at once?).

I continued to drive around in the GEM car checking on posts and officers and the supervisors assigned to them. Then I got a call to see “my” Secret Service agent inside the Union. When I got there I was surprised to find out that I was invited to join in a photo opportunity with President Obama! I joined other BU reps Peg Kelly, Terry Kane and Wayne Schneider (and a rep from the Governor’s office, too) in a room in the UU. When President Obama finished his program he came in and met with us. We introduced ourselves, shook his hand and had a group photo taken. Very cool!

Then it was back to business – making sure everyone was back on post, getting the roads blocked and pedestrians stopped again so that

the President’s bus and motorcade could now exit campus.

We have gotten a lot of positive feedback from the Secret Service – that we were one of the best places they ever worked. From what I understand, praises of BU’s police department and other campus departments made it to the Secret Service director’s desk in Washington. This is supposedly *very* rare, if not unheard of.

And another good thing that came out of this was my daughter’s reaction. For 20 years it’s been, “Yeah, my Mom’s a cop at BU. Big deal. Yawn.” She told my husband that what I do finally, really, hit her. According to him, she said, awe-struck, “My Mom’s working with the Secret Service!” And when I texted my son that I got to shake the President’s hand, he texted back, “Don’t wash that hand!”

## ***There’s work to do***

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to low wages, instability, lack of benefits, and little to no voice in governance in their institutions ([www.aaup.org/AAUP/comm/rep/teachertenture.htm#b5](http://www.aaup.org/AAUP/comm/rep/teachertenture.htm#b5)). We are expected to do our jobs in a political climate where public sector employees are being demonized for their supposed role in making state governments insolvent, as if we are the ones responsible for global economic recession. Collective bargaining rights are being stripped from public sector workers in states such as Wisconsin and Michigan (the latter an historical bastion of unionism). This poisonous atmosphere has not yet dissipated, and it won’t go away on its own.

I look forward to helping to fight a necessary battle for us as part of the University community. I’m easily contacted via e-mail at [broth@binghamton.edu](mailto:broth@binghamton.edu) — or if you prefer, via my voicemail-only campus line, 777-5000 (option 6). I’m eager to hear from you.

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